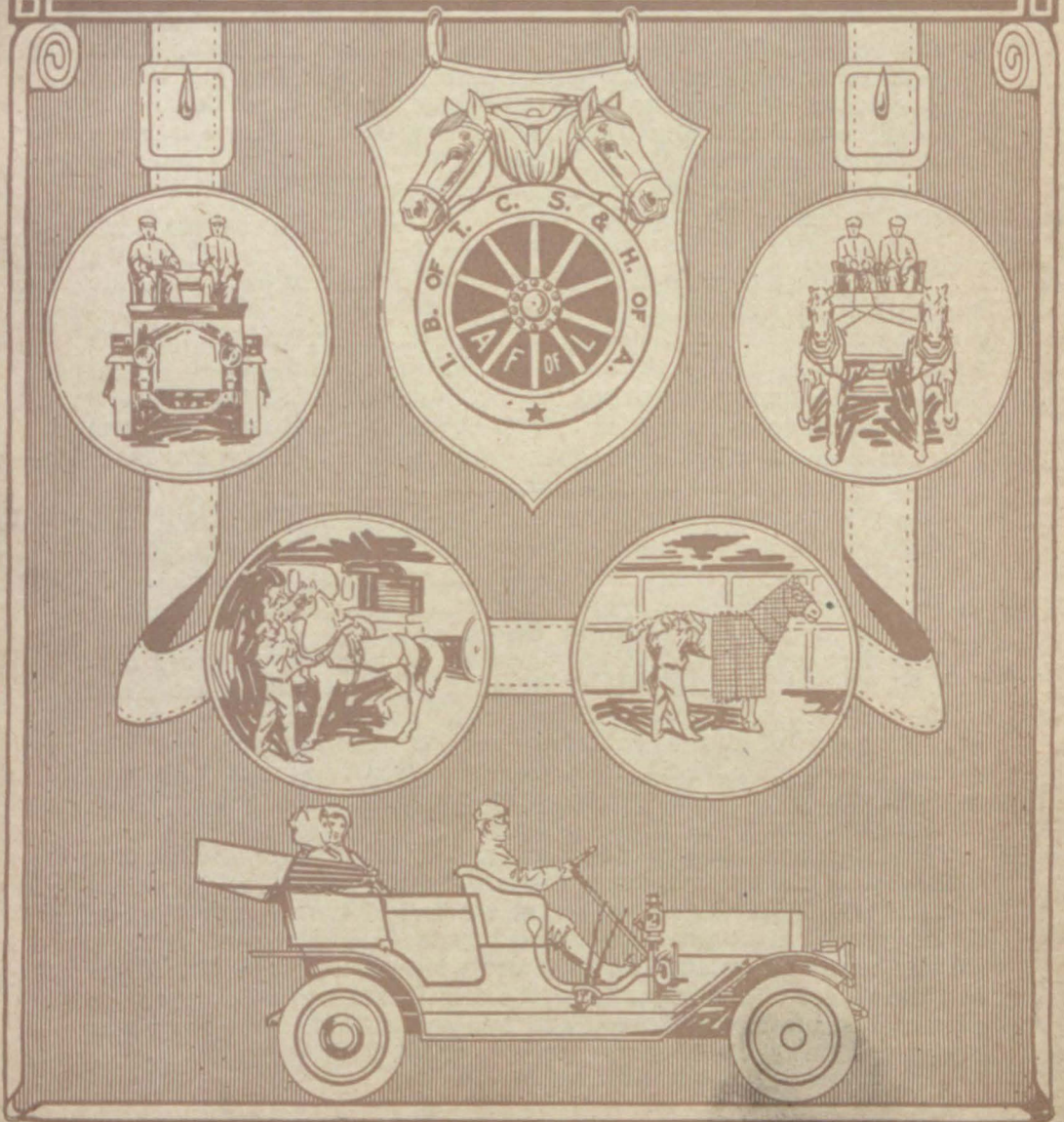


AUGUST, 1914

OFFICIAL MAGAZINE OF
INTERNATIONAL BROTHERHOOD
TEAMSTERS • CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



"Pay your men decent wages," was the ultimatum delivered by President Eshleman, of the State Railroad Commission, to General Manager Dean, of the Pullman company, in the course of an argument on the "tipping question."

"Mr. Dean, would you want to take part of your salary in gratuities?" Commissioner Eshleman asked.

"Yes, if they were received under the same conditions that obtain in the service of the Pullman company."

"Then our standards of patriotism are vitally different," rejoined the commissioner. "A man is entitled to what is right and what he earns. Your idea is revolting to me."

The hearing was the result of an inquiry instituted into the rates charged and the service given by the Pullman company. Numerous complaints had been made to the commissioner that decent service could not be had without tipping.

Organized labor in this city has issued invitations to unionists throughout the State to assemble in Denver on Labor Day and hold a monster celebration for the purpose of impressing on politicians the views of workers for industrial justice. It is said this move is being favorably received throughout the State. The project also is intended to answer those politicians who are now endeavoring to capture the fall elections under the cry "law and order."

If a man is angry, he disturbs all his soul forces and sets them into inharmonious action, which is reproduced in his body. When the discord appears in his body, he calls it disease. The anger to which he gives way forms in his system a poison which enters the blood and all the vital fluids and vitiates them. Not only anger, but all the lusts and errors of the flesh have a destructive effect upon the soul and body, even unto the final disintegration which is called death.—Unity Magazine.

Back pay amounting to \$23,000 and substantial wage increases is the award of the arbitration board selected to settle the wage dispute between members of division 600 of the Amalgamated Association of Street and Electric Railway Employees of America and the Middlesex and Boston Street Railway Company.

No department fails of an increase and most of them are substantial. They run from 10 to 12 per cent. as high as 18 per cent., and in one instance the increase is 25 per cent. For overtime the barnmen got an increase of 50 per cent. of the regular wage beginning with the date of the award, June 22, 1914. After the first two years the motor-men and conductors receive an average increase of three and one-quarter cents an hour.

The graduated scale has been reduced by three years, so that now a member of the union receives the maximum wage at the end of his fourth year of service, instead of at the end of the seventh year, as formerly. About 300 men are affected by the award.

By the terms of the statute under which these proceedings were had the report of the majority of the arbitrators is binding upon the parties, takes immediate effect, and remains in force for three years, beginning June 1, 1913, ending June 30, 1916.

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LABOR POWER IS NOT PROPERTY



HILE the House of Representatives was discussing that section of the sundry civil appropriation bill, which excluded labor unions and organizations of farmers from prosecution under the Sherman act, Representative Gray, of Indiana, said:

"Mr. Chairman, there are certain rights which men take along with the right to inhabit the earth. Among those rights is the right to labor and to enjoy the fruits of that labor. This is more than a so-called vested right in property; it is a natural, inherent right of man. It is as sacred to him as the right of habitation itself. It is as vital to his existence as the breath of life. He must have the right to labor in order to live.

"And there are certain rights in which man is upheld in a supreme and absolute defense, and in the defense of which he is sustained even to the taking of life—the defense of self, the defense of his person, the defense of his life, the defense of those who by nature are entitled to look to him for protection, and I include the defense of the right to labor in order to live and to support those who are dependent upon him.

"Mr. Chairman, there was the

time when the laboring man was more independent in the exercise of his right to labor to live than he is today. There was a time when every man could say to his employer, 'If you do not wish my services I will go back to the cross-roads, to the village workshop, and I will make a plow, a wagon, or a carriage. I will employ myself and I will sell my product for my wages.' But this condition of the laboring man has passed and gone. A great industrial revolution has brought a change and a new order of things. The laboring man as an individual has lost his opportunity to employ himself, his power to claim his right to labor to live. He can only work when others choose to employ him. And when he asks for employment the answer comes back and tells him whether or not he can live. The laboring man today finds himself confronted with an organization of employers; he finds himself confronted with a combination of capital; he finds himself confronted with a concentration of industry and control of employment—all standing between him and the right to labor to live and to support those dependent upon him.

"This is the plight of the individual laboring man today. This is his absolute dependency standing alone. This is his utter helplessness as a single individual.

"Under these new and changed industrial conditions union is his only remedy, his only relief, his only defense, his only hope. He must have the right to meet organization with organization. He must have the right to meet combination with combination. He must have the right to meet concentration with concentration. He must have the right to conform to these new and changed industrial conditions. He must have the right to avail himself of these new agencies and instrumen-

talities of action—these new powers and forces of united effort—in order to claim his right to labor, to live—in order to maintain industrial equilibrium—in order to secure a just and fair apportionment of the fruits of industry and toil.

"There is a difference between a labor organization and a trust. There is a difference between a labor organization and a combination in restraint of trade. There is a difference between a labor organization and a monopoly of the resources of human life. There is a difference between an organization for a lawful, natural purpose and an organization for an unlawful and a criminal purpose. There is a difference between an organization to preserve and safeguard natural inherent rights and an organization to monopolize and prey upon the vital necessities that sustain human life. There is a difference between men organizing for the lawful purpose of securing employment, and to claim the right of all men to labor, to live, and to enjoy the fruits of that labor, and men organizing as a trust, a combination in restraint of trade, a monopoly to control the vital resources of human life, the very inception of which is unlawful, the very existence of which is unlawful, the very continuance and duration of which are unlawful, and the very object and purpose of which is contrary to law and in violation of the natural inherent right of man to live."

FAVORS LABOR UNIONS

As a result of changing industrial conditions, which it acknowledges are taking place and which make necessary the organization of employers for mutual protection and advantage, the Hamilton-Brown Shoe Company, of St. Louis, operating three large factories and

employing 2,500 persons, has made public its belief that "the right of employes to organize for mutual advantage and protection should be recognized and that the principle of arbitration should be applied in the settlement of disputes."

In announcing that it will hereafter recognize and enter into contracts with the boot and shoe workers' union, the management says: "We believe that the economy which is made possible by avoiding strikes on the one side and lock-outs on the other will eventually eliminate the waste incident to frequent departments of factories operating under what are known as 'open shop' conditions, which cause serious loss to the employer and employes alike. In pursuit of the new policy of this company we have decided to operate union factories under contract with the boot and shoe workers' union, affiliated with the American Federation of Labor."

The company, in making application to the boot and shoe workers' for their union stamp arbitration contract, makes this further interesting announcement: "Men in our employ other than shoe workers will be organized in accordance with the rules of their respective organizations, provided they are affiliated with the American Federation of Labor."

St. Louis locals, please take notice!

A FINE TRIBUTE

In referring to thanks extended by organized labor to the Daily News, of this city, that paper pays a tribute to the trade union movement, which, in part, is as follows: "While on the subject of labor, and with the memory of the kindness shown, we would like to state now, for the benefit of those who do not get along with organized labor, that the editor of the News has

maintained a strictly union office since the printers' union was organized in this city. For many years our associations have continued pleasant and mutually profitable. After all, labor is a commodity which has a right to seek the highest market, and does so, but the laborer has more than his work to offer. Association and mutual helpfulness create friendships which count for more than mere dollars in the lives which most of us live. During all the years that our shop has run under union rules not a single disagreement has arisen between employer and employe. We have found that the union is willing to meet more than half way the employer who means to be fair."—News Letter.

AMERICA'S PROGRESS

Progress in America has come almost entirely as a result of the struggles of the working class. To the working class movement of the thirties we owe, more than to any other cause, our common schools, our right of trial by jury, universal suffrage, abolition of imprisonment for debt, and a large number of other things that are commonly supposed to have been obtained by the Revolutionary Fathers, but which these fathers were quite generally opposed to.

Since the civil war social progress has been even more directly traceable to working class organizations. Take any one of the things that are said to mark the advance toward democracy in government, or greater enjoyment for the masses of the people, and you will find that long before it was enacted into law or incorporated in the platforms of any of the old political parties it was announced and defended for years in the councils of the workers.

During most of this period labor moved largely unconsciously. It

aimed at specific things, but did not attempt to correlate these into a definite plan or base them upon any social philosophy. Only within the last generation has any great number of the workers come to see that these things are part of one great social whole.

In previous battles labor fought a guerrilla warfare and was often defeated by bribery and deception. Now it fights as a disciplined army, refusing to be turned aside by any concessions. It no longer fights for specific steps of progress, but is determined that the control of society be placed in its hands.

There is no power on earth that can stop this conscious movement of labor except labor itself. Labor has fought all the battles of the past, but always fought them for some one else. Now that it is fighting for itself, it is certain of victory.

HUMAN LIVES HAVE PAID THE PRICE

What a terrible price is exacted for everything under man-rule! A few yards of gold lace, a stirring march, gay uniforms and prancing steeds, the quickened throb of manly hearts—and the price. Thousands slaughtered, homes wrecked, the remnant of a nation struggling for a century under the burden of debt. The imposing villa of the captain of industry with its beautiful gardens, splashing fountains, rare treasures of dead civilizations, paid for by blocks of filthy sweatshops, by endless rows of horrible tenements. Everything grand, everything noble, everything beautiful in our man-made world of today has been paid for in human lives. GEO. WEBBER.

No man should ever be ashamed to own he has been in the wrong, which is but saying, in other words, that he is wiser today than he was yesterday.—Pope.

WEALTH OR HEALTH

A young Pittsburgh millionaire has broken down at 30 under the strain of the race for wealth and has been sent to a sanitarium, a hopeless physical and mental wreck.

How many millions has he made?

That's the first information given in the dispatches. It is the first question that comes to the average mind.

But what's the difference to him now whether he made \$3,000,000 or \$30,000,000?

The one amount means no more than the other to a man in a madhouse.

The main point is—he made too much.

He has heaped up what is a huge pile of trash to him, and in doing it has ruthlessly sacrificed the most precious possessions any man can have. The dog crossing a brook who dropped his bone to snatch at the shadow of it reflected in the water has many a parallel among men who sacrifice health and happiness for money. Of course, the worn-out money chaser may have the satisfaction to reflect, if he is in any condition to reflect at all, that his millions may give comfort and pleasure to those who love him and have been dependent upon him. But perhaps these would rather have him, in sound mind and health, than his money.

Would you think it sensible to wreck your brain and body in piling up money for others to spend who would rather have the money than have you?

The feverish desire for wealth which leads a man to wreck his health in attaining it is little if any less ignoble than that which leads a man to commit crime for it.

Wealth can mean nothing good to any man if it does not bring him better health, more wisdom and a mellower spirit. — International Bookbinder.

DENNIS McCARTHY IN THE SURVEY

Plenty of room for dives and dens (glitter and glare of sin),
 Plenty of room for prison pens (gather the criminals in);
 Plenty of room for jails and courts (will-ing enough to pay),
 But never a place for the lads to race—no, never a place to play!

Plenty of room for shops and stores (Mammon must have the best);
 Plenty of room for the running sores that rot in the city's breast!
 Plenty of room for lures that lead the hearts of our youths astray;
 But never a cent on playground spent—no, never a place to play.

Plenty of room for schools and halls, plenty of room for art;
 Plenty of room for teas and balls, platform, stage, and mart.
 Proud is the city—she finds a place for many a fad today;
 But she's more than blind if she fails to find a place for the boys to play.

Give them a chance for innocent sport, give them a chance for fun—
 Better a playground plot than a court and a jail when the harm is done!
 Give them a chance—if you stint them now, tomorrow you'll have to pay
 A larger bill for darker ill. So give them a place to play!

I have grown to believe that the one thing worth aiming at is simplicity of heart and life; that one's relations with others should be direct and not diplomatic; that power leaves a bitter taste in the mouth; that meanness and hardness and coldness are the unforgivable sins; that pleasure exists not in virtue of material conditions, but in the joyous heart; that the world is a very interesting and beautiful place; and that congenial labor is the secret of happiness.—
 A. B. Benson.

Why is the use of glasses so frequent at the present time, as compared with only a few years ago? Perhaps the chief cause is the ignorant or careless adjustment of the light to the reading or working position. This is particularly true in the large modern office, where the chief thought in the arrangement of the desks for clerks and stenographers is economy in floor space. Proper illumination of this work is of secondary importance. Not every desk can be placed by a window, and usually windows will be found only on one side of a room or at the end, so that ample provision has to be made for artificial lighting. Strong and even illumination is necessary. Desk lamps should be thoroughly screened so that they cannot shine into anybody's eyes. They should be so placed that there is no shadow of the hand or pen on the paper when writing. A frosted globe gives a softer light than the ordinary unfrosted globe, and a sixteen-candle-power lamp usually gives sufficient illumination for the ordinary desk work. Too strong a light is just as trying to the eyes as too weak an illumination. A north light is the best, being soft and steady. All desks near windows should be so placed that the light comes from the left side. The old rule given for reading and writing, that the light should come obliquely over the left shoulder, well illustrates ordinary requirements. In the modern home the incandescent electric lamps hold first place as an illuminant. They should always, however, be furnished with ground bulbs, or, better, so shaded as greatly to reduce their otherwise very high intrinsic brilliancy. Where the mantle gas burners are used they should always be shaded, both to reduce the brilliancy and to modify the hue of the light, unless some of the recent mantles, giving an amber tone to the light, are available.

EDITORIAL

(By Daniel J. Tobin.)

THERE is nothing in life that compares with honesty. There is nothing worth holding that has not been obtained honestly. Of all the virtues, honesty shines out beyond all the others. There are many kinds of honesty. A man may be honest with the world and dishonest with himself. An employer may be honest with himself and dishonest with his employees. It is true, that the rule of self-protection is today applied or adopted by every individual. The business man may excuse himself for paying miserable wages, which is the cause of starving the children of his laborer, by saying, well, if he were in my place he would do just exactly as I am doing—make all the profit possible. Conscience is the balance-power that tells a man whether he is doing right or wrong. The employe who steals the time of his employer, or who injures the property of his employer, even though he may get away with it, is absolutely dishonest and criminally wrong. The employer who because he has the power to crush into idleness, and consequently starvation, who forces his employes to work for anything they can get, is criminally dishonest and wrong.

The industrial unrest existing in our country today is caused principally because of the fact that the multitude, the mob, the millions of working people, find it almost impossible to live on the wages they obtain. The few who are employers feel that they are unjustly treated and wrongfully held up by the organizations of labor. The employers who have no organizations in their industry fight against the establishment of such organizations because they fear that it will reduce their profits in the future. There must be some common ground on which both interests could meet. There must be some solution in the very near future or we will reach the crisis. Employes must realize that there is another side to the question. The employers must realize that the mob, the multitude, the millions of workers can take away that which the few now have if forced to that position. As the writer of this article said to the members of the Indianapolis Economic Club a few nights ago—many of the members of this club are members of the manufacturers' association—"it is absolutely foolish for the manufacturers' association to think that they can destroy the labor unions of the country; they are going to be unions or organizations of the working classes no matter whether the employers' association desire them or not. They are going to have their choice of having unions that are law-abiding and God-fearing, who are willing to do that which is just, or if they continue their present policy, they are going to have unions that will set aside the laws and take the reins in their own hands, as has been done in other countries. The actions of the Industrial Workers of the World within the last year or two is a slight sample of what might come, or what might be expected in the future should the enemies of labor continue in their efforts to destroy the legitimate organizations of labor now in existence. Every great movement has had its inception from the ranks of the common people. If the ruling class of the ancient Roman empire had only listened to the cries of the

people, there never would have been a destruction of the government of Caesar. If the nobility of France would have listened to the cries of the people, the working classes of France, there never would have been a revolution. If in our own country the English monarch would have listened to the cry of his subjects in America, England might be governing America today, and the English flag might be floating over this country the same as it is doing in Canada and Australia. If the monarchs of industry in our country would only listen to the voice of history and educate themselves from the experience of the past, the industrial disturbances now existing, or the industrial unrest that prevails, would very quickly have a solution, but because the men who have the power to control are blinded with their craving for more profits, because they refuse to investigate the side of the question in which the mob are interested, the result will be what has happened in other ages in other countries, and we are reminded that it is coming, surely coming, when we look at the conditions that prevailed recently in Colorado, Lawrence, Indianapolis and other cities throughout the nation. It is, therefore, up to the employers—the wealthy capitalists of the country—to solve this great problem of industrial unrest. The educated class are the employing class to a certain extent, and it is only reasonable to assume that from the educated class we should expect most in the line of progress. Men who have intellect should lead the way; men who have brains ought to see the light, but unfortunately the brains and the intellect have been developed toward cheating the laborer of his hire, to the end that the few with the brains would rob the millions who control the muscle, and this has been the cause of the destruction of the few who have endeavored to trample on the multitude. We of the laboring class are educating ourselves every day. We have led in the vanguard before. The history of the world points to the one fact that all revolutionary movements were the actions of the multitude who were driven to desperation by the few. In our own country the revolutionary war was a result of our endeavor to overthrow the British yoke and was the action of the mob. When we established our independence it was done by the arms of the multitude. When we started to overthrow our unjust rulers, we were called fools, anarchists and villains, and so it is today, because we are endeavoring, through our labor organizations, to establish better conditions for the multitude, so that the children of future generations may not starve, the same as we have starved, because of this one act alone we are placarded as villains, scoundrels, scheming monsters, etc. But we hope for brighter days. We hope for better times. We hope that our enemies who control the wealth of the nation will in time understand the justice of our claims and will agree to solve the misunderstanding that now exists by meeting us half way, so that we may again establish peace and prosperity in our country.

LABOR DAY this year falls on September 7th. Our present membership, especially those who have come into the union within the last few years, do not thoroughly understand the importance of Labor Day, but for a number of years the struggling trade unionists of the country were fighting for the establishment of one day of rest in honor of the workers of the nation. After years of agitation, it was finally established, and the first Monday in September was de-

clared a national holiday in honor of the toiling masses by our national Government. It is the one day of the year devoted to the workers of the nation. The trade unions alone are responsible for this national holiday. It has the same significance to the trade unionists as the day of Independence, the Fourth of July, has to all good American citizens. It is our duty, therefore, to understand its importance and to preserve its significance. Trade unionists are bound to honor this day by participating in the labor demonstrations that take place in the district in which they live. If a parade is in operation it is the duty of the teamsters and chauffeurs to participate in that parade. We have done so in the past and we should not lack interest in the future. If workers refuse to take the proper interest in Labor Day, the day will soon lose its significance and we will go back to where we were before. Most of our membership are paid for this day whether they work or not. All members of unions are requested and bound to cease employment on Labor Day except in cases of absolute necessity. It is your duty to attend the meetings of your union and endeavor to get your organization to participate in labor's celebration. If there is no parade, your local union should run a picnic or have some kind of a celebration for the purpose of bringing to the minds of the toilers the victories labor has gained and the struggles it has made toward the establishment of better conditions for the working people. This year above any other year should we, the trade unionists, celebrate, because, although we have had unemployment part of the year, labor has obtained many victories as a result of favorable legislation enacted in our interest. Many of those conditions have been brought about because many of the men who are real trade unionists have shown the proper spirit by keeping up the agitation until victory has been achieved. Yes, each individual is bound to do his share. It is our duty to help celebrate in the proper spirit, not in intoxication and debauchery, but in a manner that will bring honor and not disgrace on the day we celebrate—Labor Day.

THROUGHOUT the land a monstrous howl has been put up by the enemies of labor because of the fact that Congress inserted in the trust bills an amendment excluding labor organizations and farmers' organizations from being regarded as trusts. The National Chamber of Commerce, representing all of the chambers throughout the country, recently held a session in Washington and passed resolutions condemning Congress for its action and imploring the United States Senate to save the country by rejecting the measures passed by Congress, excluding labor unions from being treated the same as the beef trust, oil trust and tobacco trust. You would think that the world had materially changed, turned over as it were, and that this were something new, when the truth is, that years and years ago, when the Sherman anti-trust law was first under discussion, it was distinctly understood then by Congress that labor unions and farmers' organizations were not to be considered trusts and that the bill was not aimed at those kind of organizations. Every man in Congress and every city in the country at that time fully understood that there was no intention on the part of the Government to consider labor unions as trusts and to be prosecuted as trusts, but as a result of the education of our judges, and as a result of the activity of the employers' association, with the assistance of our former Government, something was

read into the law and the United States judges declared that labor was a trust, although the records in Congress distinctly proved, when the bill was under discussion, that there was no intention of having the law so construed. Now, after years and years of fighting, we have been successful in getting Congress to exclude labor organizations and farmers' organizations and fraternal organizations from the trust law, or from prosecution under the trust law, and all of the petty employers, as well as the big ones, are howling as though the country had turned up-side-down and that we are living in a state of anarchy. Sometimes I think we have been going along splendidly, considering all of the adverse decisions of the courts, such as the confiscation of the property of a working man who is a member of a union that places a boycott on an unfair concern. Yes, I think that if things kept on that way, in a few years more we would have a speedy settlement of the entire situation. With outbursts in the district of New York, Philadelphia, Chicago, Indianapolis, St. Louis, Cleveland, and in the other large cities, it would not take very long to organize the scattered discontent into something that would mean more than asking for arbitration.

We are endeavoring to preach law and order to our members, to hold them in restraint, to save them from themselves, to establish the principles of justice, but we are met on all sides with the answer that there is no justice, except for the few who control everything, consequently the result is that the present administration is realizing the seriousness of the situation and has placed on the statute books more progressive legislation within the year than has been enacted before in a quarter of a century. We think there are some men in Washington who realize the danger, and for that reason they have created the income tax, revised the tariff schedule, established the parcel post, excluded labor unions from prosecution under the Sherman anti-trust law and are endeavoring to do a few more little things toward relieving the strain on the backs of the toilers of the nation in order that they might again establish something similar to what we had a few years ago—practical peace.

PREPARE FOR THE FUTURE

Success can never be without preparation. Preparation means to get ready—to be able to carry out the more important tasks of life as they come along.

Prepare today for the obligations of tomorrow.

You who learn to control yourself and stand calm in the midst of disappointments and failures, as well as in the midst of success and victory, are accumulating a reserve sure to hold strong and steady for the time of stress, confusion and chaos. Prepare for the emergencies to come. Prepare by courageously facing and solving

every problem that comes to you daily.

The big affairs of today call for the trained man—for the one who is prepared.

Consciously or unconsciously, you are preparing for something. Seek and find out what that something is, and when you find it, concentrate in double preparation upon it. No man knows what his preparation today may mean to him tomorrow. But he is sure that if it is conscientiously done to a purpose, in this preparation, he is making the soundest possible investment for his future career.

To prepare today means to know how tomorrow.

CORRESPONDENCE



ST. LOUIS, MO.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—The Teamsters' Council of St. Louis has instructed me to say that the delegates wish to express their gratitude to General Auditor Briggs for his most valuable assistance in helping the committee from the council to bring the Ice Wagon Drivers' Local Union No. 606 strike to a successful termination.

The ice drivers were organized last fall by Brothers Dan Murphy, seventh vice-president, and Thos. E. Coyne, president of our council. Agreements were presented this summer, some few signed, the large companies preferred war, and as big trouble was in sight, Brother Murphy asked that Brother Briggs be sent to assist him and the committee. After Brother Briggs sized up the situation, he asked that the council be called at once in special session. The council guaranteed the financing of the strike, and this gave all courage to go ahead. The committee worked cautiously; the weather was extremely hot; the public were informed as to why the men struck, and that no one would suffer for ice. After a little the smaller concerns signed up. When a barn was called, union and non-union men walked out in a body. The pickets worked well and were ever watchful. The largest ice companies, the Merchants and Polar Wave, with over five hundred men, seemed determined to stay open shop, but their men thought different and would not work until they signed up. By this settlement the drivers get an increase of \$3.00 and the

helpers \$2.00 per week; a shorter workday; no Sunday work and overtime. From a few hundred men in the union they have gone to over one thousand, with closed shop conditions.

The council of St. Louis, as well as all organized labor, are proud of the work of Brothers Briggs, Murphy, Coyne and Beauvais, of the faithful work of the pickets and the grand loyalty of the ice drivers themselves.

The coal teamsters are also growing nicely—close to three hundred. When it gets so cold a chicken can't flap its wings, they will have their innings.

Fraternally,

GEO. H. DENNY,
Secretary Council.

ST. LOUIS, MO.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I wish to say a few words in our valuable Journal for the good and welfare of the teamsters' movement. We are getting along fairly well at present here. I desire to see the cause prosper, but there are many hundreds of teamsters here who are not organized and that makes conditions bad, and then with the knocking from some of the members it is very hard to get new men into the organization. However, I hope to see every man who drives a horse in this city carrying the card and wearing the monthly button of the organization. At the present time it behooves the membership to make strenuous efforts to organize all of the teamsters regardless of their craft. In my local some of the brothers seems to think that because they belong to

the van teamsters' local that they must not try to get conditions for any other craft. It is very hard to educate the rank and file of the van teamsters up to the standard of unionism, but I hope to see it come about in the course of time. I desire to say to the rank and file of our membership that if they find in their respective locals any delinquent officers to remove them from office immediately and replace them with others whom they think will do their duty and not criticise their whole executive board, and I also wish to say to the rank and file of our membership that it takes a fearless and bold man to be a good, staunch union man; also that it takes continual warfare to organize the teamsters and educate them up to the standard of unionism.

Wishing success and prosperity to the cause, I am,

Fraternally yours,
JOS. L. COVINGTON,
L. U. No. 607.

DETROIT, MICH.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—You are of course aware of the fact that Local No. 37, Sanitary Wagon Drivers of Detroit, have never sent in anything for publication in our Journal, but we will surprise you and all sister locals and tell you in this communication what we are doing. Some fifteen years ago this local, or rather its members, worked for less than one dollar per day, and from early morning until late at night, but we improved from year to year in wages and working hours. Up to date, or rather July 1st, our fiscal year, we will get \$2.80 per day, eight hours constituting a day's work, time and one-half for Sundays, and this after a hard struggle with our main bosses—commissioners of public works. Then you know that we

are city employes (who have no written or iron clad contract), but we got there although it empties our treasury, and will say right now, if all other sister locals doing our line of work (garbage collection) will sit up and take notice of this and get out of the rut, they will not need to work for less wages than what we are receiving. We have only eighty-five men, but generally get what we are after. In this year's schedule of wages we asked for \$3.00 per day, but our commissioners fought hard against it, never gave in, but the estimator allowed 2 cents per hour more, making our wages \$2.80, or 35 cents per hour, and we agreed to that.

Now, Brother Tobin, if this letter is not too long for publication in our Journal, I would like to see same appear, as I think it would be a benefit to all other sister locals doing our kind of work.

With best wishes for the International, we are,

Fraternally yours,
DAVID GOODRICK, Vice-Pres.
PAUL E. JURISCH, Rec. Sec.

PHILADELPHIA, PA.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—On June 17th Team Drivers' Local No. 470, of Philadelphia, requested a conference with the Team Owners' Association for the consideration of a wage agreement and were immediately notified that the executive committee had been appointed to confer. After six conferences, with as many counter propositions on each side, an agreement was arrived at, the organization gaining 50 cents per week on single and double wagons and pay for reporting at the stable on Sundays, with preferential union shop and overtime.

We feel that owing to the industrial depression prevailing in our

craft and that so many unskilled and skilled men are out of employment at this time, that our union was justified in compromising with the team owners of Philadelphia and that by co-operation and diligent attention to business that future wage scales can be amicably adjusted and the interests of the employer and drivers protected.

When our wage agreement was endorsed by our joint council and General President Tobin, they both advised us to use caution in our negotiations and to arbitrate and not strike until all honorable means were used to prevent hostilities.

I am happy to report that their advice was strictly adhered to by our committee, which consisted of President Chas. Himes, Vice-President Chas. Morrissey, Treasurer James Gormley, Recording Secretary F. Smith, Trustees James Quander, Francis Kelly, Ed. Whitley, and Business Agents George Schwab, Thos. McKenna, Jos. Welch and Peter Lyons, with Organizer Ashton. The agreement covers about 2,000 drivers and chauffeurs and will be instrumental in helping us with the unorganized.

On July 4th about 12,000 people attended our picnic at Point Breeze Park and motorcycle races, athletic events, tug of war and other games were participated in to the satisfaction of all who entered and watched the result. The financial results were beyond our most sanguine expectations and our treasury will be increased by over \$1,000 as a result of the untiring efforts of our executive board and entertainment committee, and everybody who attended look forward to our next annual outing for another good time.

With best wishes to all sister locals from Philadelphia, I remain,

Fraternally yours,

PETER LYONS,

Business Agent.

ST. LOUIS, MO.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Local 603 was launched into the field of organized labor on June 6, 1913, only to become, first, a striving, struggling organization through being betrayed and dominated into a strike by two paid "snakes" of a certain dairy concern, who sought to break up our union in its infancy, but their efforts have proven of no avail.

The reward received by these two snakes was \$25.00 each and the loss of their slimey jobs, which proves conclusively that the traitor to the labor cause is hated and despised not only by the men betrayed, but by the employer as well, who without fail promptly dismisses them, for the employer fully realizes that a man who takes an oath or obligation to any organization and then betrays it is not to be trusted.

Just two days after this trouble twenty-eight members sold themselves for empty promises and became "tools of convenience," "scabs" for their employer, who within sixty days rewarded every last one of them by stopping their pay.

Despite these snakes and scabs and the fact that men were intimidated, "bulldozed" and discharged for joining our local, we have steadily progressed, and at present have agreements with three concerns and good prospects for several more in the near future. Our membership is steadily increasing and we are in splendid shape, not a single member out of work at this writing, and with but few exceptions every one is paying dues promptly. If this does not show progress and does not mean success for Local 603, what does, brothers? Surely, staying away from the meetings, running behind in dues, back biting, knocking and

fault-finding never made any local. It takes good hard work on the part of every man who becomes a member. So, brothers, put your shoulder to the wheel and let's go for more progress with a determination. Continued progress means success.

Now, in closing, we desire to ask the moral support of all local unions affiliated.

Fraternally yours,

H. R. NORMAN,
Business Agent.

NEWARK, N. J

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I thought I would write you a letter for publication in the magazine. Our Local No. 487, Truck and Building Material Drivers of Newark, although young, is progressing nicely, and I have just succeeded in organizing the first stable in the ice cream business. When the head of this firm saw the union buttons on twenty-three of his drivers, he started out to get rid of the men, and was going at it so fast that I had to call a strike on him, which I did Tuesday morning, after taking an agreement to him and having him refuse to talk to me. In fact, as soon as I mentioned agreement to him I was ordered off his property, although I had acted as I thought a gentleman should, for he and I were raised and went to school together, chummed together in our childhood, but you know the impression some people have of a labor union, and that was the way he felt, that we were going to try to run his business, but I think he has changed his mind. I had his men out two days and the only violence that was created was by a scab who took one of the routes out Tuesday morning and the boys of the neighborhood followed him, telling him what he was, until he got so worked up that he threw a

stone at them, which broke a large store window, and he was arrested for it. The man who employed him, not seeing fit to do anything for him, of course he was sent to jail, so after two very peaceful days on the street this man came to me at 5:30 this morning and at 5:45 we had everything settled; the men all back to work with an increase of \$3.00 per week for route drivers and \$3.75 for what they call special drivers, and his business started off in proper shape again.

I did not have time, as matters were coming thick and fast on me, to write or telegraph you on this matter, as I know I should, but had I left these men at any time I doubt if the matter would have been settled, so I had to take the matter as best I could, and it has turned out all right, although I know if I had lost I would have been severely criticised, but I could not see how I could lose. Now, Brother Tobin, I am going out after the rest of the ice cream drivers, as there are over a hundred in this city, and I feel that I will be able to get them all now.

I hope that my action in these matters will be satisfactory and meet with your approval, and with best regards to all brother teamsters, I remain,

Fraternally yours,

JOHN McGUIRE,
Business Agent No. 487.

SEATTLE, WASH.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Believing that it will be of interest to the membership of our local unions throughout the country, I am writing you a brief story of the eleven months' strike gone through by the members of Local 174 for publication in the International Magazine.

To give the membership a clear understanding as to the details and

what led up to the controversy between us and our employers, it is necessary for me to begin with the inception of our organization.

Several attempts were made to establish a local union in our city, and in each and every case there seemed to be something lacking, and the locals fell by the wayside, until in February, 1909, while Brother Briggs was going through out district, he undertook to solve the problem and went to work with a determined effort to organize the men in the teaming craft in this city. At first this seemed to be a rather large undertaking, and after talking the matter over with the men on the street, he received very little encouragement, but was successful in arranging a meeting, at which fifty-four men became members of the local union and pledged themselves to make an effort to organize the teamsters into a strong and solid body.

This we realized was no little job and we plugged along, taking in new members at every meeting, until we had a fair membership, when we decided to draft and present an agreement for our employers to sign. For this work a very capable committee of twenty-five men was appointed, representing every branch of the teaming business, an agreement was drafted and presented to our employers in June, 1910. At this time there was a strike on with the teamsters in Portland, and our employers, watching this with great interest, failed to take any action on our agreement other than to lay it on the table pending the outcome of the Portland trouble, and as a consequence nothing was agreed upon that year.

Several attempts were made to treat with our employers as a body through their association, and when we found this impossible, we treated with the team owners as individuals and succeeded in sign-

ing up fifteen firms, none of whom were members of the association. This was in 1912, and all agreements were renewed in 1913.

In 1913 we again appeared before the association with an agreement, and after a month's delay we were notified for the first time that the team owners did not care to enter into an agreement with us.

We again started to treat with the team owners as individuals and presented an agreement to the Globe Transfer Company, which was employing about fifteen of our men and five non-union men. They refused to act as individuals and referred us to the association, and realizing nothing could be done with this firm, a strike was called on them, all men leaving their employment. Our strike was very successful in this barn until members of the association came to the rescue and demanded our men to do the work for this firm, and when they refused they were discharged, and as a consequence the trouble spread until thirteen barns were affected, and in each and every case the non-union men stood with the union men and came off the job and have proven all through the trouble to be loyal to the cause, not having one deserter in the entire eleven months.

The latter part of July our employers sought redress in the courts, and after a fight lasting almost a month, were successful in getting injunctions against us. We continued our fight in a very peaceable manner, using the boycott wherever we could make it effective, and were so successful that in November a conference was arranged for and a meeting called of representatives of both sides. At this meeting Brothers Hughes and Tobin, acting for us, presented very good arguments as to why the team owners and the teamsters should get together and sign an agreement. They were successful

in their arguments, and an agreement was reached, the team owners agreeing to sign after one minor concession was made. We were very much pleased, and unfortunately too much publicity was given the settlement, so much so that when we appeared before the association for their signatures there was evidence that something was wrong. Brothers Hughes and Gillispie addressed the association and made a very good impression, so good that a meeting of the committee was called for the following day, and at this time it appeared that by making some concessions we might agree. To this we were willing and made every effort to meet our employers half way. But all this time the wheels of the employers' association were in action, and when the matter again came before the association there were sufficient votes to postpone action, giving the employers' association time to prepare for its defeat.

We were never notified as to any final action, and from then on a very bitter war was waged against us by the employers' association of the State of Washington.

Our trouble continued to get worse, and when the association asked for police protection, ninety-five additional police were sworn into service and they gave our men a pretty hard run, sending them to jail by the wagonload, thirty-five at one arrest, and bail fixed at \$250.00, regardless of the charges placed against them.

Our fight would shift from the streets to the courts and got into such a shape that it demanded public attention, and when the mayor was called upon to make an investigation, it was made and a committee of twelve disinterested men were appointed to restore peace and bring about a settlement if possible. All parties to the dispute were heard, the teamsters making a very good showing before the

committee, and at the outset the committee found that the team owners were powerless to act and that the employers' association were firm in their stand against unionism in any sense.

After making every effort to adjust the trouble, the committee recommended to the mayor that the strike be declared off, that the men return to work as union men as fast as vacancies could be made and that the matter of wages, hours and conditions be taken up later by a committee representing both sides.

We realized that it was impossible for us to get a closed shop at this time, and after thorough consideration, felt that the team owners were in good faith and that the settlement, if accepted and properly carried out by both sides, would result in peace and harmony at least and give our members some advance in wages, hours and conditions. The settlement was accepted by both sides and is now in process of being carried out. So far we have not been as successful as we thought we would be, having about twenty-five strikers still unemployed, but we find that the men who have returned to work are receiving, in most cases, better wages and conditions than before the strike.

During our eleven months of strife we have encountered many discouragements, but our membership has stood together and regard the outcome as a victory in many respects. We put up a fight that will long be remembered by our employers, and hope for peace and harmony to prevail in the future.

We were very fortunate in all our court proceedings, and at the close of our trouble there was only sixty-three cases pending in court. They have all been dismissed and at present we can look the community in the face with a clean slate.

Our union is to be commended for the care it has given its members who were involved in the trouble and the members themselves are to be commended for the sticking qualities they displayed and for the fight they put up. Several jail sentences were imposed on our men, none over thirty days, and we wish to give much credit to our attorney, Thomas B. MacMahon, an honorary member of our union, for the fight he made for the interest of our men and for the wonderful showing he made. We found him always on the job and always on top.

We want to thank the officers of the International who assisted us while in our city, and want to especially thank them for the long continued financial assistance.

We want the local unions throughout the country to know how loyal the International Union has stood by us, and want to impress upon them the necessity of keeping themselves in good standing with the International office so as to safeguard themselves in case of a strike or lockout, as we never know when trouble may be knocking at our doors.

We want to express our thanks to the locals in San Francisco who came to our rescue, and to the labor movement in general we hope to always be loyal. The central labor council and affiliated unions of this city have stood by us all through our trouble, and are still giving us every assistance to help us gain the end for which we are striving, a perfect organization.

We want to give special thanks to Vice-President Casey, who has been a father to us all through our trouble, always willing and anxious to come to our assistance when called upon. He has made good as an officer of the International Union and we feel very grateful to him for all services rendered.

In conclusion will say that the

strike, although not a complete victory, has been beneficial in many ways, educating our members to the trade union movement where some of them would not have received the education in any other way.

Perfect harmony prevails in our ranks and the organization has not suffered a loss of membership through the cause of the strike.

We hope to work in harmony with our employers in the future and feel that both sides will be benefited by our past experience and that the teaming business in our city will be more successful in the future.

Again extending our deepest appreciation to those who have stood with us, and wishing our members throughout the country the best of success in all their future undertakings, we are,

Faternally yours,

GENERAL TEAMSTERS'
UNION, LOCAL 174.

Per C. W. GREEN,
Sec.-Treas. and Business Agent.

SINCERITY

Really, sincerity is nothing but the true relation between action and character. Expressed artificially, it is the harmony between the foreground and the background. We have all seen pictures where the background and the foreground were not in harmony with one another. Nature never would have joined them to each other, and so they did not hold to one another, but seemed to spring apart. The hills did not embrace the plain, but flung it away from them; the plain did not rest upon the hills, but recoiled from their embrace. Who does not know human lives of which precisely the same thing is true? The deeds are well enough and the character is well enough, but they do not belong together. The one does not express the other.—Phillips Brooks.

We are very anxious to have each month a few lines from the secretary-treasurer or some active officer of our local unions stating conditions in his district for the benefit of our other unions located in isolated parts of the country. A statement of not more than one hundred and fifty words is preferred describing conditions in the district. It should be written on one side of the paper only. Get into the habit of corresponding with the Journal and you will soon become proficient and capable as a writer. Try to compose something each month that is worth reading and as time goes on you will improve. Besides, it is your duty to keep your brothers in other parts of the country informed as to your conditions. The Journal, in many instances, reaches the hands of the unorganized, and reading of your condition and the betterment that has obtained as a result of organization in your district may be an encouragement to the unorganized to form a local union.

It might open the eyes of some people who imagine that trades unions exist mainly for the purpose of strikes and making trouble for the employers, to learn that during the year 1913, the latest date to which reports have been compiled, the international organizations in Canada and the United States disbursed the sum of \$15,000,000 in benefits to their members. Only three and a half millions of this was given out in strike pay, the balance being devoted to the liquidation of death and disability claims, etc.

It is also to be remembered that these figures refer to money going through the ordinary channels, and in addition many thousands of dollars are being granted for special cases, of which no account is taken in the compilation of official figures.

The workingman can hold no better asset than a paid-up union card; no fraternal organization can begin to compare with the labor union in benefits directly received through its agency. The dues paid into the union is a gilt-edged proposition, securing to the members shorter hours, increased wages and better working conditions. All this, not taking any account whatever of the many social and fraternal advantages, such as death and disability, unemployment, sick and accident benefits, and old-age pensions to members too old and feeble to work.

It's a long bill of fare in return for the small amounts paid in. Is it any wonder that the trades union movement is making such phenomenal headway?—Toronto Industrial Banner.

Gustav A. Richter, surgical instrument manufacturer, is up in arms against existing labor laws, and blames the State government for trying "to push us to the wall." Mr. Richter declares "we manufacturers are considered the mark of political demagogues," and he enters most emphatic protest against visits of factory inspectors, who insist that labor laws be complied with. He says: "Every visit has cost me from \$50 to \$100, and this year it no good, and I must probably spend another \$150 on same to bring conditions up to the new law."

Mr. Richter is downcast over the outlook, and utters this mournful plaint: "Where it will let up I don't know."

Official Magazine

OF THE

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